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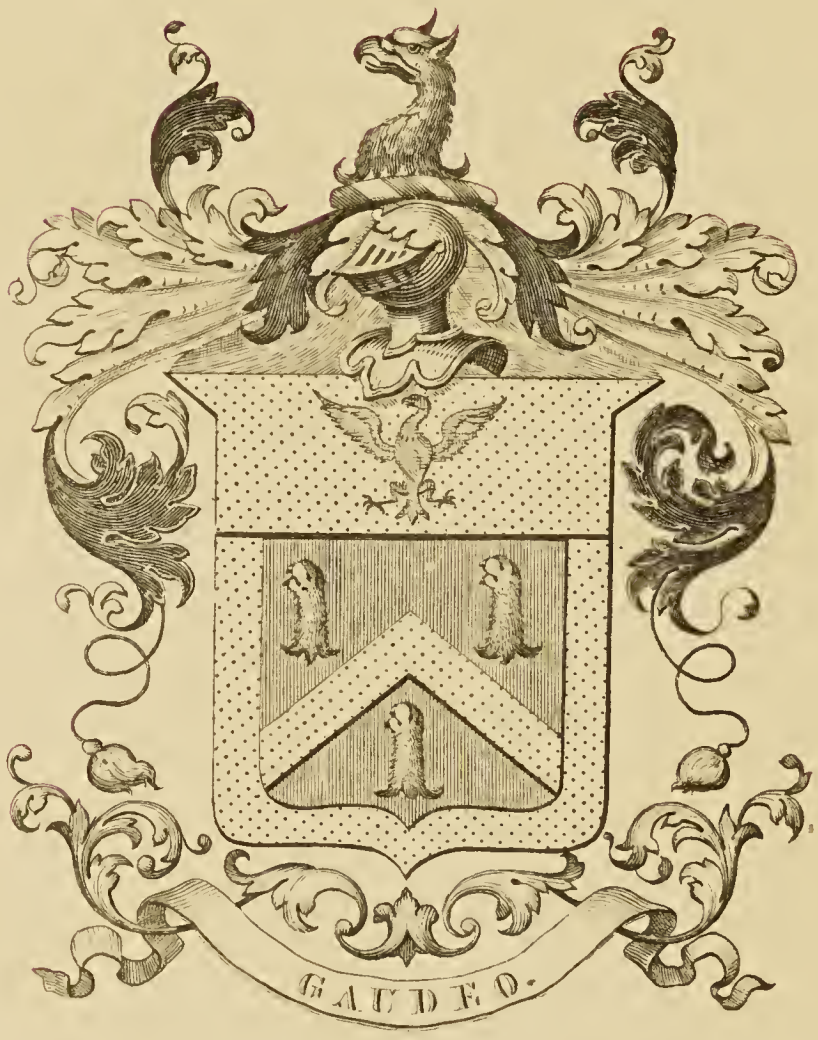

John Carter Brown.

RULES
AND
ORDERS
OF THE
SOCIETY
FOR

Encouraging Sober, Honeſt, and Induſtrious SERVANTS.

THERE are few Inconveniencies more complained of in private Families, than the Behaviour of Servants: It would be tedious and unneceſſary here to enter into a Detail of what one obſerves in every Neighbourhood, and almoſt every Houſe. The very Change of Faces, if there were nothing more, is very diſagreeable.

But the Intereſt of the Public is of ſtill more Importance. The ill Examples and ill Effects flowing from their Vices and Diſorders are numberleſs: Perhaps, it is not eaſy to point out any one more powerful and immediate Cauſe of the Looſeneſs and Debauchery of the Common People, which have been ſo much complained of from the Throne, from the Pulpit, in Parliament, in many

public Societies, and generally in every private Converſation.

To put a Stop to this ſo fruitful a Source of Miſchief, cannot therefore but be a Thing very deſireable to the Public. Abſolutely to do it, is impoſſible. But it is perſumed the World will look with a very favourable Eye, upon any Attempt towards obtaining an Effect ſo much wiſhed for.

If the Parliament could have enacted any Puniſhments that might have been adequate to this Evil, we ſhould doubtleſs have ſeen ſome Laws introduced for that Purpoſe; eſpecially as it has been a growing one, and has of late Years ſo much extended itſelf: But, where Puniſhments fail, or cannot eaſily be applied, it may be worth while to conſider of ſome other Methods more effectual and more pleaſeing, and, where rough Means have not prevailed, to try what Succeſs Rewards may introduce. Not to add, how juſt and neceſſary it is, that a Diſtinction

ſhould

ſhould be made between ſuch Servants, whoſe Behaviour continues to approve them honeſt and induſtrious, and ſuch as are perpetually ſhifting from one Service to another, and either cannot, or will not, behave themſelves well but for a little Space of Time.

Theſe Conſiderations prevailed upon ſome private Gentlemen, towards the End of the Year 1751, to turn their Thoughts upon this Subject; and a Scheme was drawn up, in a rough Manner, with Intention to lay it before ſeveral other Gentlemen, in order to have their Opinion upon it.

But it was found impracticable to communicate it to many (eſpecially to Perſons of Diſtinction) in Manuſcript. It was therefore thought neceſſary to put it to the Preſs: And accordingly a Pamphlet was publiſhed, intitled, " A " Propoſal for the Amendment and En- " couragement of Servants." Printed for Mr. *Shuckburgh* in *Fleet-Street*, 1752.

The Deſign and general Purport of that Pamphlet was very much approved of; but the Particulars ſeemed to require great Conſideration; and it was thought that many Alterations would be neceſſary, and ſeveral Rules might be laid down, which were not expreſſed therein.

This occaſioned a Meeting of ſeveral Gentlemen, who, after ſome Conſultation, agreed to open a Subſcription for the Purpoſe, and to carry it on in ſuch a Manner as might be moſt beneficial to the Public. The Reſult of their Converſation (except ſuch Matters as relate to tranſacting Buſineſs among themſelves) is contained in the following

RULES and ORDERS.

I. That the Subſcription, which has been opened by this Society, be conſtantly kept on Foot, for the Payment of ſuch Sums to Servants that have lived

long

long in a Place, and in ſuch Manner, as hereafter mentioned.

II. That every Servant, of each Sex, who ſhall live in one Service for one whole Year, be intitled (ſubject to the following Regulations) to receive one Crown. Every one who ſhall have lived two Years in the ſame Service ſhall receive for the firſt Year one Crown, and for the ſecond two Crowns. They that have lived three Years, one Crown for the firſt Year, two for the ſecond, three for the third, and ſo on in arithmetical Progreſſion, to the Number of Years hereafter mentioned.

III. But, becauſe the Application for ſuch ſmall Sums, as one or two Crowns, would be too frequent, and very troubleſome to the Society, and at the ſame Time of little Uſe, therefore no Servant to apply until they have lived three Years in one Place; at which time they may receive ſix Crowns, *viz.* one for the firſt Year, two for the ſecond, and three for the third, as before mentioned; ſubject, how-

however, to ſuch Rules as may hereafter be laid down.

IV. If a Servant who has lived ſeveral Years in a Place chuſes not to receive the Money in ſmall Parcels, but to let it run on to a larger Sum, he or ſhe may come at the End of any Number of Years (after the three firſt) and receive for as many Years as are paſſed: Or, if he or ſhe die before any Application, leaving either Huſband, Wife, or Child, it ſhall be payable to his or her Executors or Adminiſtrators, provided they apply within a Twelvemonth after his or her Death.

V. Every Perſon applying muſt deliver in a Petition, Narrative, or Information, in Writing, containing an Account of his or her Service—with whom—when—where—how long—in what Capacity, *&c.* which muſt be ſubſcribed by a Member of the Society, recommending the ſame, and by two ſubſtantial Perſons known to ſome of the Society,

ciety, atteſting that they believe the ſame to be true.

VI. If any Maſter or Miſtreſs ſhall think fit to complain, or enter a Caveat with the Secretary, againſt any Servant for groſs Miſbehaviour, ſuch Complaint, if well-founded, ſhall totally deprive the ſaid Servant of any Gratuity which he or ſhe might expect from the Society.

VII. It is to be obſerved, that, in order to prevent Cavilling and Diſputes, Servants are not abſolutely to be intitled, nor to have any Claim upon the Society, but as a mere Bounty and Gratuity; they are to receive it only by the Direction of the Board, after all Circumſtances conſidered.

VIII. That the Society may not be over-burthened, no Reward ſhall be given for more than fourteen Years Service, ſo that no Servant will receive above the Sum of 105 Crowns, *i. e.* 25 Guineas.

IX. That no Servant ſhall be admitted to apply for this Bounty, unleſs he or ſhe

ſhe have firſt, in order thereto, regiſtered him or her ſelf in the Books of the Society (at Mr. *Shuckburgh*'s), thereby giving Notice of the Service which he or ſhe hath entered into, and of his or her Intention to have the Computation of his or her Service to run on from from that Time, *i. e.* from the Quarter-Day next following; in order that he or ſhe may, if properly qualified in other Reſpects, thereafter become a Candidate for the Bounty.

X. For this Entry in the Regiſter they are to pay One Shilling, as a Fee to the Secretary, for the firſt Year, and Six Pence for every following Year, ſo long as they deſire to keep their Names upon the Books. On Default of annual Payment, to be ſtruck off, unleſs reaſonable Cauſe to the contrary.

XI. No Man-Servant to enter himſelf in the Books before his Age of eighteen Years, nor Woman-Servant before her Age of ſixteen: Or, if they do, yet no Service to be allowed for before that Time.

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A TABLE *ſhewing the Sums which each Servant may receive.*

Each Servant may receive at the End of

	l.	*s.*		*l.*	*s.*
Three Years —	1	10	Nine Years —	11	5
Four —	2	10	Ten — —	13	15
Five —	3	15	Eleven —	16	10
Six — —	5	5	Twelve —	19	10
Seven —	7	0	Thirteen —	22	15
Eight —	9	0	Fourteen —	26	5

i. e. 25 Guineas.

Such Gentlemen and Ladies as are willing to encourage this Undertaking are deſired to ſend their Contributions to Mr. *Shuckburgh*, Bookſeller, in *Fleet-Street*.

N. B. That no leſs a Sum than a Subſcription of Two Guineas a Year (during Pleaſure),or Twenty Pounds at any one Time, conſtitutes the Subſcriber a Member of the ſaid Society.

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